HRIS Update

November 14, 2017

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HRIS Background

1 The current employee record system for the State of Utah (HRE) requires a rebuild to ensure data security, expand data capacity, and improve HR services.

2 Using RFI protocols (2013) and research into vendor products, DHRM determined that off-the-shelf options would be costly.

3 Developing a system with Utah's Department of Technology Services (DTS) was determined to provide the best return on investment.

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HRIS Value Proposition

1. Resolve all required updates to core HR records system (security, basic functions, etc)

2. Produce a workflow management system that is a key part of DHRM's strategy for easy to use, impactful, cost-effective HR services

3. Produce standardized data sets that enhances analysis of key trends related to the State of Utah's workforce

4. Provide self-service portals (recommendation from the TCO study)

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HRIS Scope

Employee Relations Workflows

Classification Workflows

HR Actions Workflows

Self Service Portals

Employee Record (HRE)

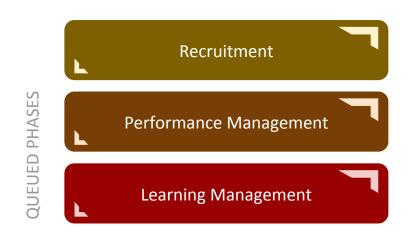Recruitment

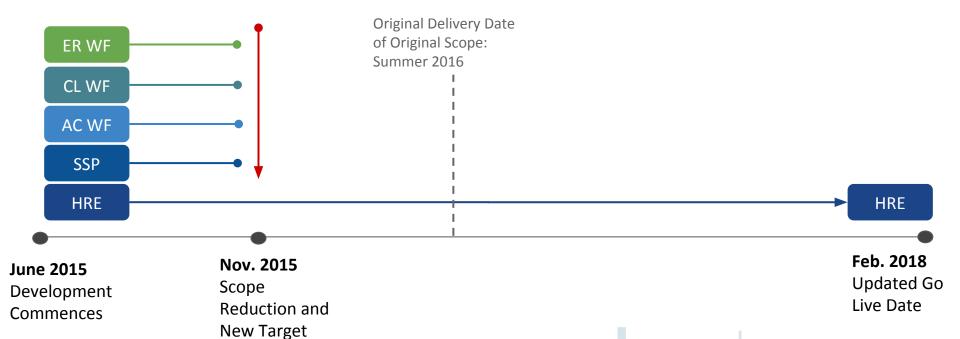Performance Management

Learning Management

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HRIS Scope

Employee Relations Workflows

Classification Workflows

HR Actions Workflows

Self Service Portals

Employee Record (HRE)

ORIGINAL PHASE ONE SCOPE

QUEUED PHASES

Recruitment

Performance Management

Learning Management

HRE system could not have supported a workflow system. HRIS is a framework that will now allow for additional fw modules to be plugged in.

Data in HRE has been corrected after years of data issues and problems that have come from multiple systems and upgrades through the

HRIS Development Overview

HRIS Cost Overview

- Total Development Expenditures to Date: **$2,166,090.84**
- Total Development Expenditures This Fiscal Year: **$195,105.20**
- Total Estimated Remaining Cost Until Code Complete:

Notes:

- More coding after launch to ensure HRIS will be functional for a full cycle
- Some cost efficiency will be actualized by the conclusion of FY 2018

HRIS Status

1 Record system is expected to be code complete in December 2017 with launch in February 2018.

2 Stakeholders and service recipients will see minimal disruption or enhanced value from core HRIS launch (security and framework upgrade).

3 It is likely that DHRM development budget will be consumed in bug fixes and enhancements for the core system for at least the next fiscal year.

4 DHRM will evaluate options in relation to total scope (value proposition rests on self service portals and workflows) following the core system release.

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Questions